



CITY OF SUGAR LAND
is pleased to offer applicants the opportunity to apply for the
position of:

**Firefighter EMT Basic or Firefighter
Paramedic**

SALARY: \$48,921.60 - \$48,921.60 Annually

OPENING DATE: 4/18/2016

07/25/2016 No later than 5:00 PM

CLOSING DATE:

POSITION DESCRIPTION:

The City of Sugar Land is looking for people driven by a desire to contribute, committed to public service and who possess a willingness to be challenged. The Fire Department is currently recruiting for Firefighter EMT basic or Firefighter Paramedic.

SUMMARY OF DUTIES:

Under Direct Supervision of a Lieutenant, this position will perform technical work providing fire suppression, rescue operations and appropriate patient care including ambulance transportation at the scenes of emergency situations. Firefighter / Paramedics are assigned to shiftwork; currently a 48-hour shift on with 96 hours scheduled off between tours. "Firefighter/ Paramedic workloads are equally balanced and rotated between ambulances **(24 Hrs.)** And fire unit assignments **(24 Hrs.)**" Duties are performed under emergency conditions and frequently involve considerable personal hazard while responding to fire alarms and emergency medical calls.

MINIMUM QUALIFICATIONS:

- High School Diploma or GED.
- 18 years of age
- Valid TX driver's license.
- Current Firefighter certification from Texas Commission on Fire Protection
- Current Emergency Medical Technician Basic
- Paramedic Preferred
- Non-tobacco user preferred
- Must complete and pass each step of the hiring process.

ADDITIONAL INFORMATION:

Applicants must provide proof of Current Firefighter Certification and Current Ems Certification along with their application. All minimum qualifications must be met by the closing date 07/25/2016 no later than 5 PM. Resumes submitted without a City of Sugar Land application or applications submitted after the deadline date will not be considered. Offers of employment are contingent upon the results of a pre-employment controlled substance screening, criminal conviction background assessment, and a physical examination. **As a condition of employment, any applicant hired with a basic EMT or Intermediate certification shall successfully complete a paramedic program offered by the City of Sugar Land fire department in a time specified by the department.**

Salary and Incentive Pay:

Starting Salary: 48,922

Incentive Pays:

Paramedic Pay: \$500 Monthly
Longevity Pay: \$4 month to a maximum of \$1200
TCFP Certification Pay:
 Intermediate: \$50 per month
 Advanced: \$100 per month
 Masters: \$150 per month
Education Pay:
 Associates Degree: \$50 per month
 Bachelors Degree: \$100 per month
 Masters Degree: \$150 per month
Intermediate Certification Pay: \$125 per month
Hazmat Certification Pay: \$50 per month

Candidates must complete the full application.

APPLY AT:

<http://www.sugarlandtx.gov/index.aspx?NID=885>

**Attachments to the application shall include, but not limited to the following:
proof of current certifications, list of 3-5 professional references and a resume.**

Sugar Land Fire Department Steps for Firefighter EMT Basic and Firefighter Paramedic Hiring Process

Step 1 Complete an Application:

This position will remain open for 90 days beginning April 18th, 2016. Qualified candidates will be notified by e-mail that they are eligible to test.

To complete an application, go to www.sugarlandtx.gov

click on Employment, scroll to the list of open positions and select FIREFIGHTER EMT BASIC or FIREFIGHTER PARAMEDIC. You must complete the on-line application.

Step 2 Testing (Written Exam):

Week of August the 8th, 2016 at the Fort Bend Fire Field.

Applicants who pass the Written Test will advance to the Panel Interview and be given a Background Packets to be completed and returned at the conclusion of the Chief Interview.

Written test: <https://www.ergometrics.org/>

Step 3 Panel Interview:

Location to be determined.

Step 4 Profile XT Assessment:

The ProfileXT is a versatile, "Total Person" assessment used for employee selection, development, training, promotion, managing, and succession planning. The assessment measures how well an individual fits a specific job in your organization.

<http://www.theassessmentteam.com/Tests/TheProfileXT.htm>

Step 5 Chief Interview and submittal of Background Paperwork:

Candidates will Interview with the Fire chief.

All background paperwork is due.

Candidates will meet with background investigators

Step 6 Practice PPT

Candidates will have the opportunity to practice the physical fitness test with qualified instructors.

Step 7 Physical Fitness Test

Test will be administered at Ft. Bend Fire Field

Step 8 Background Checks and Investigation:

Candidates should be aware that sensitive or confidential aspects of their personal lives will be explored.

Investigators will conduct a driving and criminal background assessment

Final Steps: Conditional Job Offer, Medical Evaluation and Drug Screen.

Candidates who pass all of the above are placed in an eligibility (applicant) pool. This is not a guarantee of employment; however, the City of Sugar Land does make job offers from the applicant pool. Subsequently, if a conditional job offer is made to a candidate by the Fire Chief, the candidate must successfully complete background check, medical evaluation and drug screen before a final job offer is made by the Human Resources Department.